

**MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF UPTON
AND
TEAMSTERS UNION LOCAL 170
DEPARTMENT OF PUBLIC WORKS SUPERVISORS**

MARCH 18, 2016

WHEREAS, the Town of Upton (“the Town”) and Teamsters Union Local 170 Department of Public Works Supervisors (“the Union”) have been negotiating for a successor contract to the collective bargaining agreement dated July 1, 2012 through June 30, 2015; and

WHEREAS, the Town and the Union, subject to ratification by the Union and the Board of Selectmen and funding by Town Meeting have come to terms relative to a new agreement between the parties; and

WHEREAS, the parties have agreed to execute a Memorandum of Agreement pending the final drafting of a new agreement;

NOW, THEREFORE, the Town and the Union agree as follows:

1. The existing contract shall continue in force and effect and its terms, except to the extent specifically amended as below, shall be incorporated with the successor agreement. The collective bargaining agreement represents the entire agreement between the parties.

2. Article 13 – Vacations

Employees who have accumulated twenty-eight, twenty-nine, and thirty years of service will be eligible for one additional vacation day for each year for the following total of hours:

Twenty-eight (28) Years: 224 hours

Twenty-nine (29) years: 232hours

Thirty (30) Years: 240 hours

3. Article 30 – Longevity:
The longevity rates during the contract period will be:

10 Years of Service:	\$450.00
15 Years of Service	\$500.00
20 Years of Service	\$550.00
25 Years of Service	\$600.00
30 Years of Service:	\$800.00

The rates for 35 years and 40 years will be removed from the contract.

4. Appendix A – Wages:

Wages will be adjusted in each year of the agreement in the following percentages:

- a. July 1, 2015 – Two percent (2.0%).
- b. July 1, 2016 – Two percent (2.0%).
- c. July 1, 2017 – Two percent (2.0%).

6. The parties agree to amend Article 25, Sections #1 & 2 to provide for a contract period from July 1, 2015 through June 30 2018.

Kenneth Bergen, for the Union
Dated:

Blythe C. Robinson, for the Town
Dated: